

Great Expectations



Tulare County Defined Contribution Plan Newsletter

Great West Financial has a new brand name: Fast Facts about Empower Retirement™



Empower is not your typical new-to-market company. They are the combination of three market leaders—Great-West Financial, J.P. Morgan Retirement Plan Services and Putnam Investments retirement business—that have come together as one to form the second largest retirement services provider in the U.S.

What does this mean for you?

- Industry commitment with nearly 4,000 employees dedicated to defined contribution.
- Service excellence and expertise from multiple call center locations.
- Localized, high-touch plan support through regional offices across the country.
- Strength and scale through approximately 7 million participants and \$400 billion in assets.
- Diversified business model with more than 31,000 plans across all market segments.
- Personalized and targeted education campaigns through Audience of One.
- Innovative retirement Income projection from their income analysis tool.
- Forecast retirement expenses with the Health Cost Estimator.
- Many other great features.

At Empower, their early success only begins to scratch the surface of what they intend to accomplish in creating a better retirement system that allows people to replace—for life—income they made while working. As of October 31, 2014, they have been awarded 492 plans to be converted in 2015, representing more than \$30 billion in assets and nearly 700,000 participants.

Visit www.empower-retirement.com to learn more.

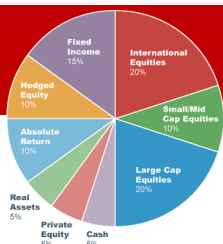
Think About Diversifying Your Investments

One way to reduce the risk in your investment portfolio, and still meet your long-term objectives is through diversification, that is spreading your investments over a number of asset types, or classes. The funds offered by the Tulare County Defined Contribution program allow participants to invest not just in single types of stock and bond funds, but to also diversify these investments through a variety of strategies. An individual can invest in funds that hold the stock of large companies ("large cap" stocks), in small companies ("small cap" stocks), or in ones that have a blend of all sorts of companies irrespective of size. International funds are also available to plan participants as are "index funds" - ones that track a specific equity index. There are

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Think About Diversifying Your Investments (Continued from Page 1)



funds that specialize in bonds and others that guarantee a specific return on your investment. Obviously, each of these funds carries with it different levels of risk, as well as different expected rates of return. The key for you as the individual investor is to find a combination of these investments that will keep your level of risk within a comfortable range while also providing an acceptable rate of return.

If you would like help in diversifying your investment portfolio, we suggest that you contact your Empower representative, Stephanie Henry, for assistance. She can explain the various funds to you, help you in assessing your “risk tolerance” and give you some suggestions as to how you might achieve your retirement goals more effectively. The Empower website (www.empower-retirement.com) and the Great West website (www.gwrs.com) are also good tools for learning more about investments and for obtaining more information regarding the performance of the funds available to Tulare County Defined Contribution Plan members.

Changes to Fund Lineup

Periodically, the investment lineup in your retirement plan (“Plan”) undergoes changes. These changes are made so you may continue to select from a diverse and competitive array of quality investment options.

New Investment Option(s)

The following new investment option(s) will be automatically added to your Plan on **Wednesday, September 9, 2015**, as indicated below.

New Investment Option	Asset Category
T. Rowe Price Diversified Small Cap Growth Fund (PRDSX)	Small Growth
T. Rowe Price Diversified Mid Cap Growth Fund (PRDMX)	Mid-Cap Growth

Should you wish to change your future contribution allocations or move your existing account balance to the new investment option(s), please use KeyTalk® or go to www.gwrs.com to make your changes.

Discontinued Investment Option(s)

Effective **Wednesday, September 9, 2015**, two investment option(s) will be discontinued and a process called “mapping” will occur. Mapping is a process by which the balance in a discontinued investment option is transferred to a new investment option at the direction of your Plan Administrator. The changes in the chart below affect the Plan’s current investment options and, depending on the investment options in your plan, may affect the underlying funds in the Plan’s target date funds (and/or) asset allocation models. After market close on **Wednesday, September 9, 2015**, no participant transactions will be allowed until the morning of **Thursday, September 9, 2015**. During this time, contribution allocations and existing account balances in the discontinued investment options will be directed, or mapped, to the new investment option indicated in the Discontinued Investment Options and Mapping Chart located below. During the mapping process, your assets will remain invested and will continue to gain and/or lose value depending on market conditions.

Discontinued Investment Option	Mapped to Investment Option	Asset Category
Royce Pennsylvania Mutual Invmt (PENNX)	T. Rowe Price Diversified Small Cap Growth Fund (PRDSX)	Small Growth
Columbia Acorn Z (ACRNZ)	T. Rowe Price Diversified Mid Cap Growth Fund (PRDMX)	Mid-Cap Growth

Generations

Generations. No doubt you've heard of this term. Maybe you've even had discussions about "Baby Boomers, Generation X, and Millennials." But what exactly do these terms mean? What are the differences? What generation might I be considered a part of and why should I care?

Throughout our history, major events such as economic depression, war, political and social upheaval, and advances in technology, science, and medicine have forever shaped our population and culture as a nation. The time period in which you're born can have a profound effect on your experiences, beliefs, values, and attitudes.



The study of generations isn't an exact science and not everyone born in a particular era will fit neatly into a given category. However, understanding our generational differences can help us better understand ourselves as well as our families, friends, and co-workers. It can also enhance communication and problem solving across generations.

Because this is the Defined Contribution newsletter, we're going to touch on some the different thoughts, attitudes, and challenges of the different generations in the context of the workplace and retirement readiness. This is not a one size fits all approach on the subject but more of a general overview. There is a wealth of information available online about generations should you want to explore this subject further.

Here are descriptions of four of the most commonly recognized generations of Americans today. No doubt your generation is listed here in addition to many of your friends, family, and co-workers. When you have a chance, strike up a conversation on the topic; it should prove interesting!

TRADITIONALISTS



Traditionalists were born between 1900 and 1945. This generation is also known as the Veterans, the Forgotten Generation, or the Silent Generation. They were influenced by the Great Depression, the New Deal, World War II, and the rise of the corporations. Some common attributes of this generation are commitment, fiscal prudence, and confidence.

Over 50% of Traditionalist men served in the military. They learned that the top down management style was the most efficient and that promotions and raises should be based on tenure.

Traditionalists generally got a job and worked hard at it, with the ultimate goal of moving up within the company. You put in your thirty years, retired, and lived off your pension and savings.

Generations

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BABY BOOMERS



Baby Boomers were born between 1946 and 1964. This generation is also known as the “Me” Generation, the Moral Authority, or the Boomers. They were influenced by the Civil Rights Movement, the Vietnam War, space travel, and high divorce and re-marriage rates. Some common attributes of this generation are ambitiousness, competition, and rebellion.

Baby Boomers sought to develop their careers with one company or industry. Faced with downsizing and lack of retirement savings, many would find the need to work at least part-time into their golden years.

A recent poll shows that 80% of Baby Boomers are concerned with the future of Social Security. On top of that is the ongoing concern of having enough saved to retire and live comfortably without running out of money.

GENERATION X



Generation X was born between 1965 and 1980. This generation is also known as the Post Boomers, the 13th Generation, or Gen X-ers. They were influenced by activism, the Energy Crisis, the War on Drugs, and Y2K. Some common attributes of this generation are adaptability, independence, and loyalty.

Generation X developed their careers with degrees, experience, and training. They are more likely to accumulate savings to retire early or change careers.

Generation X, often referred to as the “Sandwich Generation” are struggling between sending their children to college and caring for aging parents. To make matters worse, 38% report having difficulty meeting monthly household expenses, let alone setting aside enough for retirement.

GENERATION Y



Generation Y was born between 1980 and 2000. This generation is also known as the Millennials, Generation Next, or the 24/7s. They were influenced by digital media, the Internet, cell phones and texting, and 9/11. This generation is known for being tech savvy, educated, and optimistic.

Generation Y seeks out experiences and will take risks for more experience and opportunity. If they don’t find this at their current job, they will look elsewhere.

Generation Y is saddled with high student loan debt and 36% are financially dependent upon their parents. Being realistic, nearly three-quarters of this population expect to work past 65 and are not counting on safety nets such as Social Security.

So what’s your generation?

Get to Know Your Retirement Planning Resources

So, you're convinced that planning for your retirement is a prudent activity to undertake. You've looked at the benefits offered by the County's Defined Benefit plan (TCERA) and those offered by Social Security. You've come to realize, however, that that these two retirement programs alone will not provide enough future income for you to retire with the lifestyle you are hoping for. You've heard that the Defined Contribution Program might be another good option for helping you to build a retirement portfolio. But you don't really know how to get started. Worse, all of the financial terms and phrases seem so confusing. How can you get it to make sense? Well, even though some people spend their entire working lives studying the broad field of investments, perhaps we can make a few suggestions here that will help you to get started in sorting things out:

Investment Education Websites

Do you want to know more about investing, but find that all of the terminology sounds like a foreign language? Why not try searching the internet for some help? Below are three examples of sites that might be helpful to you as a person interested in getting more information on investing:



Education & Insights

www.investopedia.com – This site gives you the opportunity to learn the basics of investing in stocks, bonds, mutual funds and other financial instruments. You can even read one of their training tutorials and then take a short test to make sure that you've understood what you've read.

Motley Fool at www.fool.com - Although the name may imply it, this site is not just for fools. The site seeks to educate and help people gather knowledge about a wide variety of investment options. (They even throw in a touch of humor!)

NAIC at www.better-investing.org - The NAIC has been around for over 50 years. In that time they've tried to spread their investment philosophy by encouraging people to form investment clubs. The NAIC emphasizes investments in stocks and mutual funds. You can become a member of their organization and receive a monthly magazine and discounts to investment related publications.



Community and other local Colleges

If you prefer the interaction of a classroom setting, why not consider taking some basic courses in investments? The College of Sequoias, for example, offers classes in Investments and Personal Finance. Who knows, you may just find the beginning to a whole new career!

Empower Representative and Website

Empower is the provider of investment services for the County's 457 (Defined Contribution) plan. If you belong to the plan, or are thinking about joining, you can receive personal assistance in determining how much you might want to invest on a biweekly basis, the impact your deductions will have on your taxable income and the impact an investment in the Defined Contribution program could have on future retirement benefits. We encourage you to contact the Empower representative, Stephanie Henry at (559) 967-2280, with your questions pertaining to the 457 plan.

If you currently participate in the 457 program, we highly recommend that you become familiar with the Great West website at www.gwrs.com and the Empower website at www.Empower-Retirement.com. The sites provide a wealth of information on planning for retirement, your investment choices and options, your individual account balance, your rate of investment return and a comparison of your rate of return to other investment portfolios. Even if you're not currently enrolled in the 457 program, you can sign on to the website as a guest and still receive information to assist you with your retirement planning. In addition, Empower makes an "800" number available to plan members who need telephone assistance. You can get additional help by calling (800) 701-8255.

This article includes just a few of the many sources that are available to those who want to learn more about making sound investments. The primary objective of this piece, however, is to encourage everyone to begin planning as soon as possible. The more quickly you make yourself knowledgeable in this area, the sooner you should be able to reach your goal of having a comfortable retirement. Don't delay; start today!

Contact Information:

TC Defined Contribution Plan
<http://tularecounty.ca.gov/definedcontributions/>

If you are interested in finding out more about the Defined Contribution Plans for Tulare County, please contact:

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www.Empower-Retirement.com

Phone: 559-967-2280

stephanie.henry@Empower-Retirement.com

This newsletter is a product of the Tulare County Defined Contribution Committee.